

HELP WANTED:

Highlights from the Fourth Quarter, 2004 Louisiana Job Vacancy Survey

Lake Charles Regional Findings

Louisiana Department of Labor
Developed by the Research & Statistics Division
for the Office of Workforce Development



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WHERE are the vacancies?

Lake Charles Vacancies by Occupational Group

Occupational Group	Number of Vacancies	Employment in Occupation	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage Offered
Transportation & Material Moving	503	7,970	21.5%	65.2%	\$7.50
Sales & Related	334	10,840	34.4%	70.4%	\$8.00
Healthcare Practitioner & Technical	254	6,420	100.0%	52.8%	\$17.72
Food Preparation & Serving Related	207	10,550	1.0%	28.2%	\$5.15
Construction & Extraction	171	8,510	15.9%	100.0%	\$12.00
Production	146	7,010	33.6%	100.0%	\$10.00
Installation, Maintenance & Repair	138	5,140	70.7%	100.0%	\$10.00
Healthcare Support	77	2,550	82.5%	73.8%	\$8.00
Business & Financial Operations	72	2,870	100.0%	100.0%	\$45.00
Personal Care & Service	43	4,470	50.0%	100.0%	\$6.00
Arts, Design, Entertainment, Sports & Media	41	780	100.0%	100.0%	\$15.00
Building & Grounds Cleaning & Maintenance	33	3,410	0.0%	0.0%	\$5.50
Office & Administrative Support	28	16,970	5.9%	100.0%	\$6.00
Management	3	4,510	100.0%	100.0%	\$29.62
Community & Social Services	2	1,150	100.0%	0.0%	\$9.00
Architecture & Engineering	2	1,850	100.0%	100.0%	\$35.00
Computer & Mathematical Science	0	720	NA	NA	NA
Education, Training & Library	0	6,240	NA	NA	NA
Farming, Fishing & Forestry	0	330	NA	NA	NA
Legal	0	380	NA	NA	NA
Life, Physical & Social Science	0	1,060	NA	NA	NA
Protective Service	0	3,780	NA	NA	NA
Total, All Occupational Groups	2,053	107,510	47.3%	72.2%	\$9.62

Job titles with many openings

Truck Drivers, Heavy and Tractor-Trailer – 267 openings
 Retail Salespersons – 205 openings
 Carpenters – 111 openings
 Registered Nurses – 104 openings
 Licensed Practical and Licensed Vocational Nurses – 101 openings
 Cooks, Fast Food – 87 openings
 Construction Laborers – 60 openings
 Chemical Equipment Operators and Tenders – 60 openings
 Cleaners of Vehicles and Equipment – 58 openings

Lake Charles Vacancies by Industry Group

Industry Group	Number of Vacancies	Industry Employment	Vacancy Rate	Median Hourly Wage Offered
Trade, Transportation & Utilities	727	22,613	3.2%	\$9.62
Education & Health Services	374	24,653	1.5%	\$8.00
Construction	334	10,209	3.3%	\$12.00
Leisure & Hospitality	194	16,352	1.2%	\$5.15
Other Services	179	2,568	7.0%	\$10.00
Natural Resources & Mining	94	2,324	4.0%	\$16.83
Manufacturing	82	11,216	0.7%	\$10.00
Professional & Business Services	48	7,712	0.6%	\$5.46
Information	17	1,672	1.0%	NA
Financial Activities	4	4,746	0.1%	NA
Total, All Industry Groups	2,053	104,065	2.0%	\$9.62

WHAT do these numbers mean ?

There were 2,053 job vacancies in the Lake Charles Regional Labor Market Area (RLMA 5), for a vacancy rate of 2.0 percent. This means that for every 100 jobs, two were vacant at the time of the survey. The Transportation & Material Moving occupational group had the highest number of vacancies (503), comprising approximately 25 percent of all reported openings. The Sales & Related occupational group took second place in the number of vacancies (334) for the 4th quarter 2004 survey.

The Trade, Transportation & Utilities industry group had the largest number of vacancies (727), accounting for 35 percent of the vacancies in this survey. Two of the occupational groups with a large number of vacancies can be found in this industry group: Transportation & Material Moving and Sales & Related.

Education and experience requirements varied widely across occupational groups. Food Preparation & Serving Related, Office & Administrative Support, and Building & Grounds Cleaning & Maintenance occupational groups had the smallest number of job vacancies requiring more than a high school diploma, while Healthcare Practitioner & Technical occupational group had the largest number of job vacancies requiring more than a high school diploma. The occupational groups of Business & Financial Operations; Arts, Design, Entertainment, Sports & Media; Management; Community & Social Services; and Architecture & Engineering all reported 100% of their vacancies required more than a high school diploma. Almost three-fourths of the job vacancies require at least some work experience. Wages varied by occupation from a median wage of \$5.15 per hour for Food Preparation & Serving Related to a median wage of \$45.00 for Business & Financial Operations. Median hourly wage for all occupational groups was \$9.62.

A SNAPSHOT

of Lake Charles job vacancies

How are experience, education and pay related?

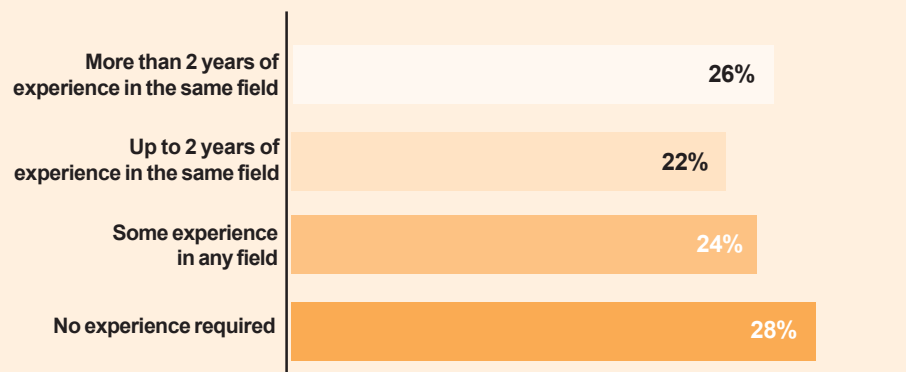
Tenure is a way of identifying how experience, education and pay relate to one another. Employees with higher years of tenure usually have higher levels of education, more experience, and are paid more, while employees with less education and experience find themselves in low paying jobs that have more turnover. Based on the Bureau of Labor Statistics 2004 Employee Tenure report, jobs with noticeably high employee tenure included management occupations (6.0 years), architecture and engineering occupations (5.8 years), protection service occupations (5.5 years), education, training, and library occupations (5.1 years), production occupations (5.0 years), and healthcare practitioner and technical occupations (4.5 years). Jobs with somewhat low employee tenure included food preparation and serving related occupations (1.8 years), personal care and service occupations (2.7 years), sales and related occupations (2.8 years), and healthcare support occupations (2.9 years).

Overall, Lake Charles area employers were seeking experienced workers for the 4th quarter 2004. Just over 70 percent of all reported vacancies required at least some previous work experience. Approximately one in four vacancies required some experience in any field, 22 percent required up to two years experience in the same field, and approximately one in four vacancies required more than two years of experience in the same field.

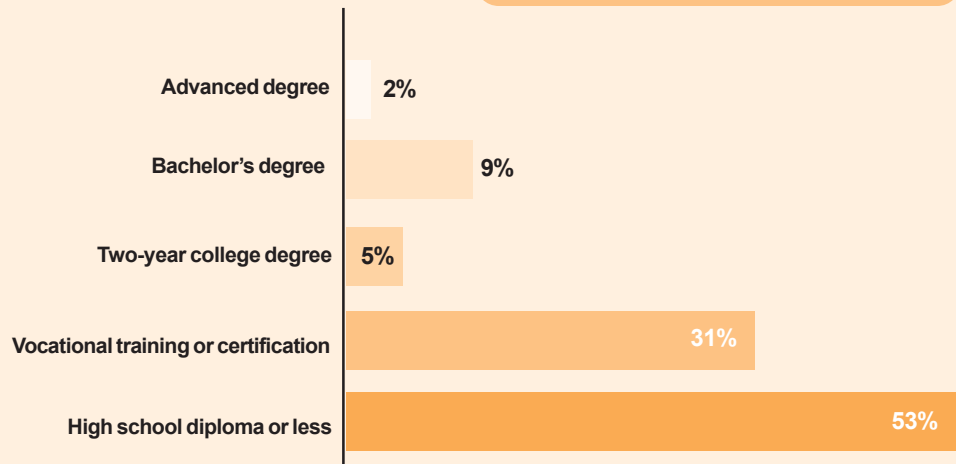
Only 11 percent of Lake Charles area job vacancies required a four-year college degree or higher. Nine percent required a bachelor's degree, while two percent required an advanced degree. Educational attainment of a high school diploma or less was required by 53 percent of the job vacancies reported. Five percent of the vacancies required a two-year college degree and 31 percent of the vacancies required vocational training or certification.

The majority of the job vacancies paid from \$5.16 to \$10.00 per hour, with the largest share of vacancies (39%) paying \$7.01 to \$10.00 and the second largest share (22%) paying \$5.16 to \$7.00. Eight out of 100 job vacancies paid \$5.15 or less, while 15 out of 100 job vacancies paid over \$16.00 per hour.

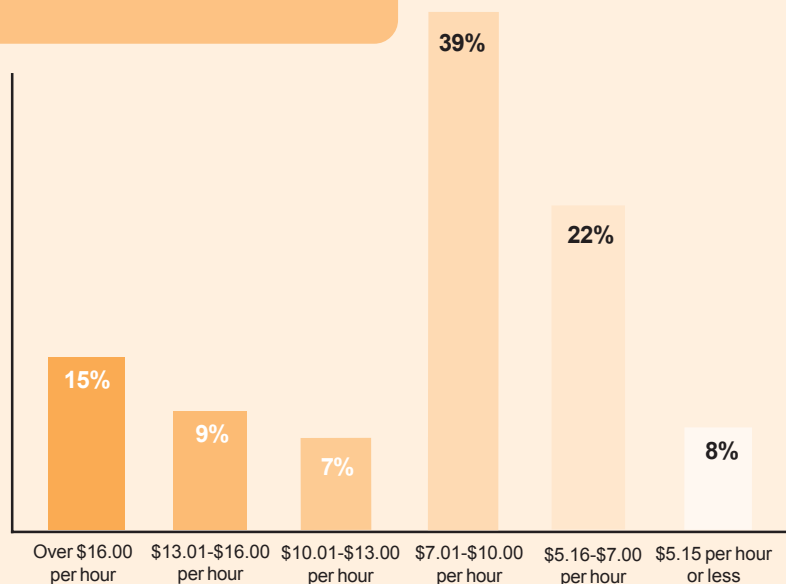
How much experience do Lake Charles job vacancies require?



How much education do Lake Charles job vacancies require?



How much do Lake Charles job vacancies pay?



What is the difference between an *industry* and an *occupation*?

An industry is a group of establishments, categorized according to the goods or services they provide. For purposes of this study, many of the industry sectors are grouped together to provide summary information. For instance, the industry sectors of Wholesale Trade, Retail Trade, Transportation and Warehousing, and Utilities are combined to form a summary industry group called Trade, Transportation & Utilities.

An occupational group is a group of workers, categorized according to the skills they have and what they do on the job. For example, Healthcare Practitioner and Technical Occupations is one occupational group that includes many different types of occupations such as Dentists, Optometrists, Therapists, Veterinarians, Diagnostic related Technologists and Technicians, and Medical Records and Health Information Technicians. These are just a few of the occupations you can find in this occupational group.

Each industry contains a variety of occupations, and many occupations may be found in every industry. Using Healthcare Services (part of the summary industry group of Education & Health Services) as an example, you may find the following occupations in a hospital: doctors, therapists, office managers, medical records clerks, housekeepers, nurses, food preparation workers, and maintenance workers.

What did EMPLOYERS say?

Employers' Responses to the Open-Ended Question:
*"In trying to fill this position,
what is the greatest difficulty you have faced, if any?"**

Reported Difficulty	Number of Responses	Percent of Responses
<i>"We have been unable to find qualified applicants and/or qualified applicants with experience."</i>	7	12.5%
<i>"We have been unable to find applicants with the specific experience/training/skills that we are seeking."</i>	8	14.3%
<i>"There is a shortage of people in the occupation."</i>	6	10.7%
<i>"Some aspect of the job is undesirable to applicants (such as shifts, weekends, heavy lifting)."</i>	6	10.7%
<i>"The work ethic of people, once they are hired is unacceptable." This included comments on appearance, social skills, attitude, maturity, and dependability.</i>	5	8.9%
<i>"Finding people that want to work. Not enough applications submitted."</i>	7	12.5%
<i>"Location of job (rural area)."</i>	4	7.1%
<i>Some other difficulty mentioned.</i>	8	14.3%
<i>"No reported difficulty in filling vacancy."</i>	5	8.9%
Total Responding to this Question	56	99.9%

* Confidentiality concerns precluded publishing employers' verbatim responses. However, an LDOL analyst reviewed all responses to the question above, grouped similar responses together, then re-worded the similar responses into one representative sentence or phrase, as shown above. Data shown in this table are unweighted. Percentages may not total to 100 percent due to rounding.

Major Occupational Group	Number of Vacancies	Vacancy Rate	Hiring Demand Index*	Median Number of Days Position was Vacant
Architecture & Engineering	2	0.08%	Low	35
Arts, Design, Entertainment, Sports & Media	41	5.20%	Average	25
Building & Grounds Cleaning & Maintenance	33	0.98%	High	7
Business & Financial Operations	72	2.51%	Average	5
Community & Social Services	2	0.14%	Low	60
Computer & Mathematical Science	0	0.00%	NA	NA
Construction & Extraction	171	2.01%	Average	7
Education, Training & Library	0	0.00%	NA	NA
Farming, Fishing & Forestry	0	0.00%	NA	NA
Food Preparation & Serving Related	207	1.96%	High	14
Healthcare Practitioner & Technical	254	3.95%	Low	30
Healthcare Support	77	3.02%	High	180
Installation, Maintenance & Repair	138	2.69%	Low	90
Legal	0	0.00%	NA	NA
Life, Physical & Social Science	0	0.00%	NA	NA
Management	3	0.07%	Low	33.5
Office & Administrative Support	28	0.16%	Average	14
Personal Care & Service	43	0.95%	High	25.5
Production	146	2.09%	Low	180
Protective Service	0	0.00%	NA	NA
Sales & Related	334	3.08%	High	60
Transportation & Material Moving	503	6.31%	High	60
Total, All Occupations	2,053	1.91%		30

Taking all of the labor shortage indicators together (the vacancy rate, the hiring demand index, and the median number of days positions remained vacant), Healthcare Support, Sales & Related, and Transportation & Material Moving may be experiencing moderate to severe labor shortages. All three occupational groups have a vacancy rate higher than the average for the Lake Charles area. These occupational groups also have a high hiring demand index and the positions remain open 60 days or more, suggesting that employers face some difficulties when trying to fill these positions.

*The Hiring Demand Index indicates whether demand for workers in an occupational group is more than what we would expect from turnover levels alone. A "high" score on the Hiring Demand Index means that, all else equal, a labor shortage is **likely**, because there are more openings than we would expect to see from normal turnover alone. A "low" score means that a labor shortage is **unlikely**, because there are **not** more openings than we would expect to see from turnover alone. See the back cover of this report for more details on this measure.

Are there
LABOR SHORTAGES
 in Lake Charles?

FOR MORE INFORMATION

Fourth Quarter 2004 Job Vacancy Survey Findings are available for the state of Louisiana as well as all eight regional labor market areas (RLMAs). To order copies, or for more information, please contact the Louisiana Department of Labor's Research and Statistics Unit at (225) 342-3141, or toll-free at (888) 302-7662. You may also download any Job Vacancy Survey product from our Web site: www.LAWORKS.net/qm_JVS.asp.

TECHNICAL NOTES

for the Fourth Quarter 2004
Job Vacancy Survey

THE SAMPLE

The Job Vacancy Survey was based on a random sample of Louisiana business establishments covered by Louisiana's unemployment insurance (UI) tax laws. The survey was conducted in a cooperative endeavor between Louisiana State University and Louisiana Department of Labor. The sample was stratified by firm size, region (including the eight regional labor market areas in Louisiana) and industry classification. This sample excludes certain types of establishments: small businesses with self-employed owners and some non-profit and religious organizations, which are not covered by UI tax laws. In addition, the sample is limited to **private employers only. The vacancies reported in this study do not include openings with any federal, state, or local government entities in Louisiana.** The total sample size was 8,139. The overall response rate for this survey was 38.7%.

JOB VACANCY RATES

Vacancy rates are computed as the number of vacancies in an occupation divided by the total employment in that occupation. A vacancy rate of five percent means that for every 100 jobs, five were vacant at the time of the survey.

HIRING DEMAND INDEX

The Hiring Demand Index presented in this report measures demand for labor over and above the normal demand due to turnover. This measure, first constructed by the Minnesota Department of Employment and Economic Development, is computed as follows:

$$\begin{aligned} & \text{(Job Vacancy Rate in the Occupation / Job Vacancy Rate in all occupations)} \\ & \text{divided by} \\ & \text{(Turnover rate in the occupation / Turnover rate in all occupations)} \end{aligned}$$

Job vacancy rates are calculated as discussed above, and national turnover rates were provided by the Minnesota Department of Employment and Economic Development. They were calculated using Current Population Survey (CPS) Job Tenure Supplement microdata.

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